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Thirty-five abstracts represent studies on administration, ambulance service, comprehensive health manpower planning, curriculum, dental hygiene, graduate follow-up, hospital inservice training, the medical-surgical staff nurse position, nonprofessional rehabilitation personnel, economics of collective bargaining by nurses, operating room assistants, relationship between nursing activity and patient welfare, nonprofessional personnel in physical therapy, practical nurse education, projected health manpower needs, psychiatric aides, relationships between licensed practical nurses and registered nurses, nursing student hypochondria, personality traits and anxiety states of nursing students, stress in clinical practice, testing, and job satisfaction. Each abstract includes purpose, methods and sources, and summary of findings. There are author, subject, and institution indexes. (JK)

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OCCUPATIONAL RESEARCH

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ABSTRACTS OF IOWA RESEARCH
IN HEALTH OCCUPATIONS EDUCATION
1960 - 1968

VT007154

STATE OF IOWA • DEPARTMENT OF PUBLIC INSTRUCTION

V-1163RCU

OCCUPATIONAL RESEARCH

HEALTH OCCUPATIONS EDUCATION

ABSTRACTS

of IOWA Research

1960 - 1968

Compiled by

Thomas F. Tibbitts

Graduate student, Program in Health Occupations Education, under the direction of Miss Elizabeth E. Kerr, Director, and Dr. Lewis D. Holloway, Teacher-Educator, The University of Iowa, Iowa City, Iowa.

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Research Coordinating Unit
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Department of Public Instruction
Des Moines, Iowa
1968

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AYDELOTTE, MYRTLE K. and TENER, MARIE E. An Investigation of the Relation Between Nursing Activity and Patient Welfare. Research Project, 1960. Prepared by: The Nurse Utilization Project Staff, The University of Iowa, Iowa City, Iowa.

PURPOSE: This report described a series of experiments designed to test the validity of the following speculation: That increases in the amount or the quality of nursing care will produce improvements in patient care.

METHODS AND SOURCES: The validity of the above speculation was tested in two ways: (1) by increasing the size of a ward nursing staff, and (2) by introducing an in-service education program designed to increase the amount and quality of the nursing care given by a ward staff. The underlying hypothesis was that: If the size of a ward nursing staff is increased without lowering the quality of the staff and without increasing patient census, the staff will reallocate their duties in such a way that more time will be allocated to those activities most important to the welfare of the patient. A Nursing Activity instrument was developed to show how time was allocated among the general categories of nursing activity. The results were then examined to see which categories had the most influence on patient welfare. The ward staff consisted of the nursing personnel on a ward; graduate nurses, student nurses, practical nurses, aides, orderlies, and ward clerks. The technique to study the ward staff's nursing activity was work sampling and the observations were made by experienced nurses who had been carefully trained in the proper procedures.

SUMMARY OF FINDINGS: The findings relative to the hypothesis were that: Most of the additional time spent by the incremented ward staff was not spent as anticipated, but rather a large proportion of additional time was spent in personal activities, which, in all probability, do not have any direct influence on patient welfare. The total amount of time allocated to direct patient care after the ward staffs had been increased was larger than before, sometimes as great as 60% for a single patient; but this added time produced no appreciable increase in the average level of patient welfare. The first two experiments indicated that the ward staffs needed some form of outside guidance (1) to help them make more efficient use of the extra time and (2) to improve the quality of patient care. The means chosen to do this was an in-service education method. The last three experiments were concerned with the actual introduction of an in-service education program and its results. The major results of the experiments can be summarized as follows: No improvement in patient welfare came about by increasing the ward staff; by conducting in-service education program; or by combining in-service education and staff increases.

Degree Granted: (Research Grant GN 4786)
Research financed by: United States Public Health Service and
The University of Iowa
Date of Completion: 1960
Major Advisor: Technical Directors: Wellborn R. Hudson, Director, and
J. Richard Simon, Associate Director
Availability: The University of Iowa Library
Number of pages in the study: 412

BOEHLER, SHARRON JORDAN. A Study in Experiential Psychiatric Aide Education. M.A., 1964. Department of Nursing in the Graduate College of The University of Iowa, Iowa City, Iowa.

PURPOSE: The purpose of this study was to explore the experiential method of teaching the concepts and principles of interpersonal relations to the psychiatric aide.

METHODS AND SOURCES: Data were collected from a state, tax-supported, mental health institute located in a small town and serving a predominately rural area. Capacity of the hospital was 900 beds; however, average daily use was 665. The nursing staff consisted of 206 psychiatric aides and 26 registered nurses. Registered nurses were responsible for providing clinical supervision and maintaining an educational program for the aides. A representative sample of ten aides was chosen as subjects. These subjects attended teaching sessions for eight consecutive weeks with a total of twenty-four hours spent in the sessions. Pretests and post-tests were developed by the investigator from data she obtained during a three month period when she was employed as a staff nurse in a psychiatric unit. Sixty patient statements to attendants were selected and five responses were constructed for each statement. Each response represented one of five categories: interpretive, supportive, avoidance, hostile, or punitive. The sixty statements were broken into two groups and thirty were administered as the pretest and thirty as the post-test.

SUMMARY OF FINDINGS: Results from the pretests and post-tests, along with the tape recordings from the teaching sessions, indicated the following: (1) Aides decreased their number of hostile responses and increased their number of supportive responses to patient behavior as a result of the teaching process. (2) Aides perceive their role as one of supervising the physical needs of the patients. Talking with the patient about his problem is to be done by the professional personnel. (3) Aides found the behavior of the delusional, the withdrawn, and apathetic patient, the most difficult to deal with. (4) Aggressive, assaultive, and homicidal patients were the easiest to deal with. (5) Aides utilized five conceptions to guide their behavior in dealing with patients: a. keep the patient as busy as possible; b. treat all patients the same; c. patients should not receive too much attention; d. patients should never forget they are patients; and e. aides should not agree with the patient when he makes a critical remark. (6) Aides believe all patients, if they wanted to, could get well. Utilizing this experiential teaching method, the learner can organize and make use of the data from his experiences to clarify and expand his awareness and knowledge of the dynamic aspects of behavior.

Degree Granted: M.A.
Date of Completion: February 1964
Major Advisor: Professor Barbara Bernard
Availability: The University of Iowa Library
Number of pages in the study: 117

BONNET, LORNA J. Predictive Analysis of the Dental Hygiene Aptitude Testing Program as Compared with other Indices of Scholastic Aptitude, Thesis, M.S., 1966. Department of Dental Hygiene in the Graduate College of The University of Iowa. Iowa City, Iowa.

PURPOSE: The purpose of the study was to evaluate the predictive efficiency of the Dental Hygiene Aptitude Test, as compared with other criteria utilized in the admission procedures in the four-year university affiliated school of dental hygiene.

METHODS AND SOURCES: Three successive graduate classes of dental hygiene students were studied. These classes graduated from the University of Iowa during the years 1964, 1965, and 1966; and totaled 75 students. Specific data obtained for the study included student's scores on: the (1) Dental Hygiene Aptitude Test, (2) American College Test, (3) dental hygiene national board examination. The student's grade point average was also obtained. Intercorrelation coefficients were obtained for all the variables and multiple correlations and regression equations were established for the criterion measures of the combined dental hygiene studies and national board examination.

SUMMARY OF FINDINGS: The results indicated that each school of dental hygiene should establish the reliability of the academic aptitude test which it administers. This study found the following academic characteristics: students admitted to the University of Iowa, Department of Dental Hygiene obtained average scores on the personality inventory section; the dental hygiene students in comparison with all University of Iowa freshmen were of average academic ability on the A.C.T. program; and student grades were equally distributed in various academic aspects of college study, but were narrowly dispersed in the area of clinical dental hygiene. Intercorrelations, multiple correlations, and regression equations showed that: (1) Single variables possessing the highest statistical efficiency for predicting academic success in dental hygiene were the student's pre-dental hygiene grade point and A.C.T. score; (2) The accuracy of multiple correlation determinations can be increased by combining personality with academic variables; and (3) Multiple correlations provide a useful statistical index for predicting student achievement in the four-year university affiliated school of dental hygiene.

Degree granted: M.S.
Date of completion: 1966
Major advisor: Assistant Professor Pauline Brine
Availability: The University of Iowa. Dental Library
Number of pages in the study: 50

BURR, HELEN. Hypochondrias in the Student Nurse. M.S., 1966. Drake University, Des Moines, Iowa

PURPOSE: The purpose of this study was to investigate whether hypochondria of student nurses was (1) a basic characteristic, which in part determines her occupational choice, and/or (2) whether it is a learned response to her environment produced by professional training or experience.

METHODS AND SOURCES: The study utilized the Minnesota Multiphasic Inventory to measure hypochondria in the subjects. Hypochondriasis is the first of ten clinical scales in the M.M.P.I. and consists of thirty-three statements relating to bodily complaint and concern. The scale is one of the most stable measures of the M.M.P.I. The subjects came from two sources: 112 entering freshmen from Iowa Methodist three-year diploma school of nursing, and sixty-three women freshmen students from the physical education department at Drake University. Three hypotheses were formulated and tested for on the hypochondriacal scale of the M.M.P.I.: (1) No differences exist between the scores of freshmen nurses and freshmen college students. (2) No differences exist between the scores of student nurses who drop out of training and those who finish training. (3) No differences exist between the scores earned by the individual student at the time of her entrance into training and at her graduation.

SUMMARY OF FINDINGS: The results of this study seemed to indicate that hypochondria was both a characteristic trait and an occupationally learned response. Hypothesis (1) was rejected at p less than .01, as nurses scored significantly higher than freshmen college students. Hypothesis (2) was accepted since no difference exists. Hypothesis (3) was rejected at p less than .01, because the findings indicate the scores earned were significantly lower at time of entrance than at graduation. The most important finding was that hypochondriasis scale scores of beginning student nurses were higher than a control group and increased during the training period. Such an increase might well support the suggestion that there is need for counseling the student nurse in order to assist her in understanding her reaction to increased medical knowledge and contact with patients.

Degree Granted: M.A.
Date of Completion: June 1966
Major Advisor: Anthony C. Westenhof
Availability: Drake University Library, Des Moines, Iowa
Number of pages in the study: 62

CURL, DIANE M. A Comparative Study of Dental Hygiene Educational Environments and Student Preferences. M.S., 1966. Department of Dental Hygiene at The University of Iowa, Iowa City, Iowa.

PURPOSE: This study was done to compare the characteristics of students and academic-cultural environments of dental hygiene programs in different institutional structures.

METHODS AND SOURCES: The instruments used to gather data in this report were two questionnaires: (1) a psycho-sociological testing instrument developed to obtain students' perceptions of academic-cultural environments; and (2) a short instrument to reveal information about personal histories, educational preferences, and post-certification goals. Schools were selected to represent types of institutional affiliations as well as geographical regions of the United States. A total of 339 students participated; the breakdown is as follows: 139 students in junior or community colleges; 62 students in universities non-affiliated with dental colleges; and 138 students in universities affiliated with dental colleges. All tests were run in May, thus all students participating had been in their respective college environments for at least one academic year.

SUMMARY OF FINDINGS: The findings of the study were placed in five categories. (1) Types of students. The Students in dental college programs were older; their parents were more apt to be in a professional or semi-professional occupation; and 47% more of these students had had previous college experience. (2) Motivation to become dental hygienists. The most common reason was "service career with professional status;" 70% of all students listed this reason. "High financial remuneration" was selected second by junior college programs against "health-oriented field" by dental college programs. (3) Factors influencing students in their selection of dental hygiene schools. a. Proximity to home; b. Excellence of professional program (The dental school affiliated program was very high here with 62%.); and c. Between 1/3 and 3/4 were attending the school of their choice. (4) How dental hygiene students perceive their respective college environments. This was the greatest factor differentiating dental hygiene programs affiliated with dental schools from other types of programs as scholarship was more important in the former. There was also a greater competitive spirit and more emphasis was placed on awareness of environment than in the junior college. (5) Post-certification goals. Ninety-one per cent of all students wanted to enter private practice but more students in dental colleges and universities were interested in public health and dental hygiene education than those in junior college programs where employment in school systems was strongly expressed as a goal.

Degree Granted: M.S.
Date of Completion: July 1966
Major Advisor: Miss Pauline Brine, Assistant Professor
Availability: The University of Iowa, Dental Library
Number of pages in the study: 78

DAVIDSON, ROBERT L. A Study of the Nonprofessional Personnel in the U.S.A. and a Report of the Nonprofessional Personnel in German Spas. M.A., 1966. Department of Physical Therapy in the Graduate College of The University of Iowa. Iowa City, Iowa.

PURPOSE: The purpose of this study was to assess the need for nonprofessional rehabilitation personnel and to determine both methods of training as well as proper utilization of these personnel.

METHODS AND SOURCES: A survey was conducted in hospitals representing a cross section of Iowa. The instrument used was a questionnaire which attempted to determine the views of professional personnel in the health field concerning nonprofessional rehabilitation personnel. The average number of beds in the hospitals surveyed was 350 with 38 being the average number of beds being allocated for patients needing occupational or physical therapy. Of the hospitals surveyed, four occupational services and eight physical therapy services were given questionnaires. These services employed 44 professional personnel and 43 nonprofessional personnel. Twenty professional personnel completed the questionnaire which covered the following areas of nonprofessional concern: (1) current need, (2) type of training needed, (3) personal occupational environment, and (4) type of training existing personnel had received.

SUMMARY OF FINDINGS: Results of the study revealed the following: (1) 95% indicated nonprofessional personnel should be utilized, (2) 75% agreed the nonprofessional should render treatment, (3) 100% said that personnel should be of both sexes, (4) 80% used on-the-job training and 62.5% of these indicated they used in-service education, (5) 95% said ethics was the most important subject matter with 85% agreeing on safety and first aid as the second choice, (6) 70% agreed the nonprofessional should not be permitted to use professional judgment, and (7) 65% believed it was beneficial to have the nonprofessional trained in all services. The author also interviewed several directors of spas, a type of health resort, in Germany to assess the extent of their use of the nonprofessional. His conclusions indicated that the nonprofessional was utilized to a great extent since most therapy procedures were administered by him. While the continued growth of the spas in Germany allow expanded employment of the nonprofessional, failure of the U.S. Medical profession to accept this form of therapy treatment makes the spas a doubtful solution to our shortage of nonprofessionals. The overall summary stressed that nonprofessional personnel should be utilized, but with definite supervision. Another part of the questionnaire indicated that only a small percentage of nonprofessionals had taken any previous training for rehabilitation.

Degree Granted: M.A.
Date of Completion: 1966
Major Advisor: Professor William D. Paul, M.D.
Availability: The University of Iowa, Medical Library
Number of pages in the study: 50

DICKEY, ROBERT C. A Follow-up Study of Graduates of the Division of Practical Nurse Education, Davenport Area Technical School, To Determine Their Reaction to the Preparatory Program. Thesis. M.A. 1965. University of Northern Iowa, Cedar Falls, Iowa.

PURPOSES: The purpose of this study was to secure information which would: (1) provide information from a follow-up questionnaire to further curriculum development and administrative policy revision for the Practical Nurse Division, Davenport Area Technical School, Davenport, Iowa and (2) provide data covering the duties of licensed practical nurses from the Division of Practical Nurse Education, Davenport Area Technical School.

METHODS AND SOURCES: A sample questionnaire was originally sent to twenty graduates who had been randomly selected. Analysis of these questionnaires led to some changes in content and a new questionnaire was developed. The final questionnaire was then sent to all practical nurse graduates from the Davenport Area Technical School. Information from the questionnaire was tabulated and analyzed to obtain the graduates' opinions and reactions to the preparatory program. Data included on the questionnaire were: personal information; nursing status and duties; and school experiences and training.

SUMMARY OF FINDINGS: The findings of the report stress that follow-up studies of the graduates of schools of practical nursing will help these schools to update curriculum and thus more effectively train their students. The largest number of graduates were in the age group of 19-24 years and 62% were married. Sixty-one percent of the graduates were working in Iowa, with the Quint-Cities employing 70.1% of the 77 graduates responding to the questionnaire. Recommendations were as follows: (1) In-service education should be maintained and increased if possible. Some regular post-graduate courses are needed to help practical nurses remain efficient and become more effective; (2) The school's library needs to be enlarged to provide enough reference books so students would not have to share them; (3) Drug administration needs to be emphasized in each unit and possibly a separate unit developed for it; (4) The clinical experience phase of training should be lengthened; (5) Possible new course offerings should include phases of: mental health, common emergencies, and team nursing duties and responsibilities; (6) Efforts should be increased to inform hospitals, doctors, and registered nurses of the practical nurses's educational preparation and ability.

Degree Granted: M.A.
Date of Completion: August 1965
Major Advisor: Dr. Wray Silvey
Availability: University of Northern Iowa Library
Number of pages in the study: 74

ENGELHARD, DeFOREST L. and WASHINGTON, JACQUELINE D. A Descriptive Analysis of Practical Nurses of Iowa. Contract Study, 1965. NDEA Guidance Institute, The University of Iowa, Iowa City, Iowa.

PURPOSES: The purpose of this study was to describe, make interpretations, where possible, and to make speculations about the students in practical nursing programs in Iowa on the basis of observations of data collected by Francis E. Malone.

METHODS AND SOURCES: Francis E. Malone, The University of Iowa, made an investigation of students who were enrolled in sixteen post-high school public vocational education programs in Iowa during 1964-65. Of the total sample of 923, 293 students from eleven schools were enrolled in practical nursing programs. The data used in his study were collected by using the following instruments: the Resident Student Blank, Dailey Vocational Tests, and the Work Value Inventory. This study was a summary of information collected by Malone concerning practical nurses in Iowa.

SUMMARY OF FINDINGS: Student Resident Blank. Data from this form revealed that over one-third of the students lived on a farm and 44.7% came from communities of less than 5,000 people. This seemed to show that most students in practical nursing come from rural communities and small towns. Sixty-two percent of the students were single and 50.9% were between the ages of eighteen and twenty-four, hence, refuting the notion that students in practical nursing were older and more settled persons. Results show that the "average" practical nursing student in Iowa had had experience in the work force, was not reliant on her parents financially, and had made some arrangements for financing her schooling. This suggested a level of maturity which did not seem typical of young people between the ages of eighteen and twenty-one. Little thought was given to practical nursing in high school, but after a year or so, the decision to attend this type of school was made. This indicated the need for additional occupational information being made available to students in high school. Work Values Inventory. Practical nurses made the highest scores in altruism which seemed logical because the occupation is one of social service. Lowest scores were made in independence and management which were compatible with values required by her work role. High scores were also recorded in prestige and may be attributed to the identification with doctors and nurses who have high status in our society.

Degree Granted: (Contract Study)
Date of Completion: 1965
Availability: The University of Iowa. Education Library
Number of pages in the study: 20 (See page 25 for Malone abstract)

ERICKSON, EVA H. Report of the Study of Staff Nurse Position Responsibilities in Iowa General Hospitals. Contract Study, 1968. The Iowa Hospital Association, Inc., 620 Liberty Building, Des Moines, Iowa.

PURPOSE: The purpose of the study was to determine what constitutes the medical-surgical staff nurse position on days, evenings, and nights in Iowa general hospitals, in order to see if their time was fully utilized in providing adequate nursing care.

METHODS AND SOURCES: Activities performed by medical-surgical staff nurses were first obtained from diary listings kept by staff nurses in three Iowa hospitals. These activities were tabulated and classified into three categories: (1) those concerned with giving nursing care to patients; (2) those concerned with managing others giving nursing care; and (3) those related to maintaining the hospitals' operational systems. From these categories, 78 activities were selected to be used on a questionnaire. This questionnaire was sent to 125 hospitals in Iowa, asking that a registered nurse in a day, evening, and night staff nurse position complete the form.

SUMMARY OF FINDINGS: What the staff nurse does with her time was decided by her employer much more often than by what she was taught in her basic education. The study showed that staff nurse positions vary greatly, not only between hospitals, but also between shifts in the same hospital. Staff nurse positions were influenced by the services offered by the hospital away from the nursing unit. An example is the establishment of Intensive Care Units and Post-anesthesia Recovery Rooms, which may cause the nursing care skill of staff nurses to improve, if they must provide care in these surroundings. It can be assumed that the RN will become involved in activities which have been assigned to other members of the nursing staff or to auxiliary personnel. The study revealed that more nurses reported carrying meal trays to patients than reported feeding patients who could not feed themselves. The nurses were very vocal about the time they had to spend in paper work; approximately 50% of the hospitals required nurses to make out drug charge slips. One hundred percent of the hospitals over 200 beds had ward clerks, but only 70% of these hospitals provided the ward clerk services in the evening. Most of these same hospitals indicated the ward clerk makes out requisitions, but a majority of the nurses reported that they complete them routinely or frequently. The time staff nurses spend in giving medicine was sometimes as much as 8 hours per shift, but over 67% of the hospitals reported assigning LPN's this job. The study does point out the questions of: (1) whether nurse manpower is being used appropriately and (2) whether nursing care of patients could not be improved if RN's spent more time giving nursing care and managing personnel giving nursing care, and a great deal less time maintaining the hospital's operational systems.

Degree Granted: (Contract Study)
Date of Completion: May 1968
Availability: The Iowa Hospital Association, Inc.
Number of pages in the study: 57

HAWLEY, KAREN SUE. Economics of Collective Bargaining by Nurses. Industrial Relations Center. Contract Study, 1967. Iowa State University, Ames, Iowa.

PURPOSE: The purpose of this study was to predict the possible relationship between nursing's use of economic pressures, particularly collective bargaining, upon employers and the easing of the nursing shortage.

METHODS AND SOURCES: A labor market analysis was used to explore the possible relationship between the use of collective bargaining by nurses and the nursing shortage. The analysis included the attitudes of nurses and hospital administrators toward the health services labor market, and the nature and causes of the nursing shortage. A survey of 122 Iowa short-term general non-federal hospitals comprised the original empirical research. The analysis was tested by 12 hypotheses which were primarily to provide information pertinent to hypothesis #13 that: Collective bargaining by registered nurses will have a significant positive effect upon the supply of nurses. The 12 hypotheses related to four main areas: (1) the secondary work force characteristics of nurses, (2) the determinants of the relationship between salaries and vacancies for hospital nursing personnel, (3) the influence of preparation requirements upon the supply and quality of nurses, and (4) the reaction of hospital administrators to higher nursing salaries.

SUMMARY OF FINDING: Over 90% of hospital nurses are employed in the general duty position and hold associate or diploma degrees in nursing with their pay level being relatively low. Because of low salary and other poor working conditions, the appeal of the nursing profession is reduced. This reduction in appeal coupled with a rapid rise in medical care results in a shortage of nurses. An effective solution to this problem should deal with as many variables as possible concerning the activity status of nurses. The findings of this study revealed that the activity status of the majority of nurses was influenced by many factors other than salary. Because collective bargaining does deal with many variables and has a positive effect upon the supply of nurses, the study supported greater use of this means of economic pressure.

Degree granted: (Contract Study)
Research financed by: Office of Manpower Policy Evaluation and Research--U.S. Department of Labor
Date of Completion: September 1967
Major Advisor: Edward B. Jakubauskas
Availability: Industrial Relations Center, Iowa State University, Ames, Iowa
Number of pages in the study: 180

HEBBEL, PHYLLIS A. A Comparative Study of Beginning Learning Experiences in a Nursing Home and General Hospital for Practical Nursing Students. 1967. Health Occupations Division, Eastern Iowa Community College, Scott Campus, Davenport, Iowa.

PURPOSES: The objectives of the study were: (1) to observe the beginning and progressive working patterns of the students in practical nursing who receive their initial clinical experience at a nursing home and a general hospital nursing unit, (2) to determine and select aspects of the students' work habits which would affect desirable work traits, (3) to develop a methodology of evaluating the selected aspects of a student's work pattern, and (4) to determine a sound educational environment which will permit the students to assimilate and integrate practical nursing skills in an efficient manner.

METHODS AND SOURCES: The project to determine if students beginning their clinical learning experience in a nursing home received adverse influences because of this experience was developed as a total faculty project. An outline was adopted which included the following: (1) beginning learning experiences provided and types of conditions of patients identified; (2) student selection criteria; (3) students and class division; (4) student assignment; (5) faculty assignment; (6) facilities; (7) evaluation items; (8) evaluation standards; (9) time factor; and (10) tabulation of data. A total of 49 students participated in the study with the age range from 18 to 52 years. The general hospital and nursing home were located in Davenport. The items selected to be evaluated were determined by an analysis of the previous students' problems in developing desirable work habits. The instrument used was an evaluation and rating form in which the instructor evaluated each student. Students were evaluated in three time periods throughout their educational program: (I) weeks 10-15, beginning clinical experience; (II) weeks 24-28, last four weeks of nursing care of adult patients; and (III) weeks 45-47, last two weeks of educational program.

SUMMARY OF FINDINGS: The conclusions reached were that the students at the nursing home achieved the same or higher ratings than those receiving their beginning learning experiences in the hospital setting. During time period II, there appeared to be a leveling off point or a point of consistent performance. At this point both groups received similar ratings. The recommendation was that the nursing home environment was conducive to establishing desirable work habits and attitudes within the framework of the items evaluated.

Degree Granted: (Community College Study)
Date of Completion: 1967
Availability: Eastern Iowa Community College, Davenport, Iowa
Number of pages in the study: 29

HEICK, MERLE C. Survey of State University of Iowa Practical Nurse Education Program Graduates Employed at the State University of Iowa Hospitals. Private Study. 1963. Practical Nurse Education Program, College of Nursing, The University of Iowa, Iowa City, Iowa.

PURPOSE: The purpose of this study was to assist the faculty of the practical nurse education program in assessing the felt needs of their graduates regarding the adequacy of their school preparation for employment as well as the needs observed by the professional nurse supervisors to whom these graduates were assigned.

METHODS AND SOURCES: A questionnaire was developed to gather data from two groups. Form A of the questionnaire was designed for State University of Iowa graduate practical nurses in assessing felt needs of their preparation, as related to employment as a licensed practical nurse. Form B was intended for professional head nurses and supervisors responsible for clinical areas where the licensed practical nurse is assigned. Questionnaires were submitted to 60 licensed practical nurse graduates. 50% of these were returned. Twenty professional nurses were sent form B and 50% of these were also returned. Analysis of the data gathered was to be considered by the local faculty in evaluation of the current curriculum patterns.

SUMMARY OF FINDINGS: The results of the survey revealed the need for further investigation in the following areas of practical nursing: (A) Understanding of the defined roles of the practical nurse by professional nurses and other members of the health team with which they work. (B) The employer's attitude toward the new practical nurse graduate as a beginning practitioner and his cognizance of her need for guidance and development. (C) Availability of in-service education offerings as well as personal responsibility of the practical nurse practitioners in participating in such offerings. (D) A method of direct evaluation and constructive criticism geared to the continual development of the practical nurse. (E) Curriculum planning to further define the role of and the personal development responsibilities of the student practical nurse. And (F) An active communication pattern between practical nurse education program, nursing service, and in-service education in identifying felt and observed needs of the licensed practical nurse.

Degree Granted: (Private Study)
Date of Completion: December 1963
Availability: The University of Iowa, Nursing College, Iowa City, Iowa
Number of pages in the study: 21

HEWETT, JILL LOUISE. A Survey of Psycho-social Characteristics of Students in Two-year Programs of Dental Hygiene. M.S., 1967. Department of Dental Hygiene, The University of Iowa, Iowa City, Iowa.

PURPOSE: This study surveyed specific psycho-social characteristics of dental hygiene students enrolled in dental affiliated and non-dental affiliated programs.

METHODS AND SOURCES: A questionnaire was used to collect data on the following psycho-social factors: (1) socio-economic status, (2) personal information, (3) professional aspirations, (4) educational aspirations, (5) social contacts, and (6) student employment. Three hundred eighty-two students participated: one hundred eighty-seven in dental affiliated and one hundred ninety-five in non-affiliated programs. Twenty-one percent of all dental hygiene programs terminating in less than a baccalaureate degree were studied. A review of the literature revealed the results of other studies, which had established correlations between socio-economic factors and variables, such as: (1) academic performance; (2) educational and professional aspirations; and (3) personality traits and characteristics of college students.

SUMMARY OF FINDINGS: The study revealed similarities rather than differences in psycho-social characteristics of dental hygiene students in both types of programs. In selecting dental hygiene as a career, a student's attitudes and motives tended to support the middle class need for status and security. Proximity to home greatly influenced the choice of program for students in both groups. One difference between the two groups was that when reporting preferences for college subjects, early and late in their educational careers, non-affiliated students switched from natural science to social science, while the affiliated group stuck to natural science. Eighteen percent more of the students in the dental affiliated program expressed a desire for baccalaureate education. If the dental hygiene field feels the need to maintain or to increase its educational system, it is imperative that students be in an educational level that is conducive to the highest level of academic achievement. This would suggest the need for dental hygiene to more actively promote and support programs of dental hygiene within the dental school environment.

Degree Granted: M.S.
Date of Completion: June 1967
Major Advisor: Assistant Professor Pauline Brine
Availability: The University of Iowa, Dental Library
Number of pages in the study: 85

HOUSER, HOWARD W. A Study of Licensed Practical Nurses and Practical Nurse Students: A Consideration of Their Attitudes and Opinions on Selected Subjects. M.A. 1961. The University of Iowa, Iowa City, Iowa.

PURPOSE: The purpose was to determine attitudes and opinions of graduate and student practical nurses about themselves and their occupational field, as they are currently functioning, and perhaps to predict future courses.

METHODS AND SOURCES: The attitudes and opinions of graduate and student licensed practical nurses were gathered by means of questionnaires. Questionnaires were sent to students in two schools of practical nursing and graduates employed by the hospitals with which the two schools affiliate. Two questionnaires were used, one for students and one for graduates. The total sample of 178 subjects consisted of 96 graduates and 82 students. Socio-economic factors as well as educational programs were examined to obtain the attitudes and opinions of the subjects. The questionnaire covered such areas as: social data, educational background, motivational background, financial factors, satisfaction with practical nursing, and the future of practical nursing.

SUMMARY OF FINDINGS: It appeared that the practical nurses and students were generally young females with at least a high school education. Most of the students and graduates seemed satisfied that they were, or would be, practical nurses. In many cases, the practical nurse and student felt that they were, or would be, equal to the registered nurse in matters of judgment, responsibility, and work performance. Status was an important factor and nearly all subjects considered themselves as professionals and wore their school pin proudly. The registered nurse may serve as an idol since many expressed that they had considered becoming registered nurses, which in most cases, had also served as a motivating factor in entering practical nursing. Most of the practical nurses and students were cognizant of their abilities and limitations; there was some resentment among those who were denied the privilege of using their generally accepted abilities. The general premise was that practical nursing is probably moving forward and expanding beyond the borders of its originally intended conception. Findings indicated that practical nurses and students have a strong desire to advance, to acquire more knowledge, and to perhaps someday equal the RN on both an academic and status level. The author also states that it is not inconceivable that the PN will be incorporated into the area of the RN through the two-year RN program, thus eliminating the PN.

Degree granted: M.A.
Date of completion: June 1961
Major Advisor: Gerhard Hartman
Availability: The University of Iowa, Medical Library
Number of pages in the study: 107

HURTEAU, BARBARA. Survey of the Present and Potential Utilization of the Curet in Programs of Dental Hygiene Education. M.A., 1966. Department of Dental Hygiene in the Graduate College, The University of Iowa, Iowa City, Iowa.

PURPOSE: The purpose of this survey was to investigate and describe attitudes and practices of dental hygiene educators regarding utilization of the curet.

METHODS AND SOURCES: Data were obtained through a factual and opinion study. A questionnaire was prepared to obtain information on the following: (1) description of present utilization of curet in dental hygiene programs; (2) opinions of dental hygiene educators regarding factors influencing the present utilization of the curet; (3) opinions of dental hygiene educators regarding the future utilization of the curet in clinical practice; and (4) attitudes of educators regarding the value of postgraduate training in curet instrumentation for dental hygiene instructors. Questionnaires were sent to the directors of 46 programs with 41 returns being the number included in the final analysis.

SUMMARY OF FINDINGS: Results of the survey indicated the following: Present utilization: (1) 91% provided instruction in curet instrumentation, (2) recent increase in the use of the curet was evident, (3) a majority of programs used curet both subginivally and supragingivally, (4) a comparison of time alloted for curet instrumentation against time for jacquette instrumentation revealed no predominate trend, and (5) a majority of the directors regarded the curet as a basic or major scaling instrument. Factors influencing present utilization: (1) factors of major influence were periodontists and periodontal departments, practical experience and undergraduate dental hygiene training, (2) factors dependent upon activities of dental associations exerted minimal influence, (3) a majority of respondents indicated that utilization of the curet in dental hygiene education had been limited, and (4) the prime reasons for limited use of the curet were its association with subgingival curettage and the limited educational background of the instructors. Potential utilization: (1) a majority of educators agreed there should be increased use of the curet, (2) scaling procedures and subgingival curettage were the most frequently suggested areas of expansion, (3) 3 of 4 programs not using the curet plan to do so within the next five years, and (4) only one of the respondents felt a postgraduate course in curet instrumentation for dental hygiene instructors would be of no value.

Degree Granted: M.S.
Date of Completion: July 1966
Availability: The University of Iowa, Dental Library
Number of pages in the study: 60

INMAN, DELPHA MYRL. Factors Influencing Job Satisfaction Among Operating Room Nursing Assistants in Fifty General Medical and Surgical Veterans Administration Hospitals. Thesis, M.S. 1960. Drake University, Des Moines, Iowa.

PURPOSES: The purposes of this study were to: (1) determine the degree of work satisfaction of operating room nursing assistants; (2) determine the factors involved in work satisfaction of these persons; and (3) show relationship between these factors and such items as age, sex, experience, and education.

METHODS AND SOURCES: Fifty Veterans Administration General Medical and Surgical Hospitals participated in this study. There were 175 male nursing assistants and 18 female nursing assistants whose questionnaires were used.

SUMMARY OF FINDINGS: The findings from this study indicated that the majority of male and female operating room nursing assistants employed by Veterans Administration G.M. & S. Hospitals were satisfied employees. The findings also suggested that the most satisfied male and female nursing assistants were approaching middle age, had adequate education to learn the various duties, and had had adequate experience to have learned the job well. The range of age of the most satisfied male nursing assistant was thirty to forty-nine years of age, whereas the most satisfied female nursing assistant was forty to forty-nine years of age. The range in years of education and experience of the most satisfied female nursing assistant was the same as the male nursing assistant, namely, ten to fourteen years for education, and five to nine years for experience. It was the conclusion of the investigator that factors contributing to job satisfaction of the operation room nursing assistant were similar to those factors found in other studies. The findings in this study indicated that (1) personal satisfaction (service to others), (2) varied duties, (3) adequate instruction, (4) personal recognition, and (5) security were important factors contributing to job satisfaction.

Degree Granted: M.S.
Date of Completion: January 1960
Major Advisor: Stuart C. Tiedeman
Availability: Drake University Library
Number of pages in thesis: 52

IRWIN, BETTY. A Study of Personality Traits and Anxiety States of Nursing Students in Two Diploma Programs and a Baccalaureate Program. M.A., 1964. Department of Nursing in the Graduate College, The University of Iowa, Iowa City, Iowa.

PURPOSE: The purpose of the study was to compare students in two types of nursing schools using dependency traits and anxiety states as factors in the investigation.

METHODS AND SOURCES: Students participating in the study came from two diploma schools of nursing and one college of nursing. All students were classified as juniors in their respective programs and were engaged in clinical experience. Variables not controlled in the sample selection were: age, academic preparation, and the amount of patient contact within the hospital setting. Control of these variables was sacrificed in favor of obtaining subjects who were all experiencing similar types of patient contact. Two instruments were utilized in the study to obtain measurements of the personality and anxiety variables. The Edwards Personal Preference Schedule is a standardized test to measure 15 normal personality variables. Anxiety levels were identified by scores made on the IPAT Anxiety Scale. This test was constructed on the basis of five factors identified as anxiety components: (1) lack of self-sentiment, (2) lack of ego strength, (3) suspiciousness, (4) guilt proneness, and (5) frustration tension.

SUMMARY OF FINDINGS: Hypothesis (1), that students in the three-year diploma programs and the four-year baccalaureate program will demonstrate similar levels of dependency need traits, was supported. Hypothesis (2), that students in both the diploma and baccalaureate programs will tend to demonstrate higher levels of dependency need traits than norms established for women in the general college population, was not supported. Hypothesis (3), that students in baccalaureate programs will demonstrate higher anxiety levels than students in the hospital diploma programs, was not supported. Results indicate that dependency traits were similar among the subjects comprising the sample, and that nursing students exhibited certain personality traits which were comparable to those of non-nurse college women. A significant difference in anxiety levels was found between the baccalaureate sample and the diploma sample with students in the baccalaureate program exhibiting somewhat less anxiety than students in the diploma programs.

Degree Granted: M.A.
Date of Completion: February 1964
Major Advisor: Associate Professor Barbara Bernard
Availability: The University of Iowa Library
Number of pages in the study: 63

JAKUBAUSKAS, EDWARD B., Ph.D. Comprehensive Health Manpower Planning: Demonstration of Research-Conference Procedures for Estimating Health Manpower Requirements and in Evaluating Educational and Training Programs for Selected Health Occupations in Non-Metropolitan Areas. Final Report, Project No. 7-8374, Grant No. OEG-1-7-078374-3897. May 31, 1968. Industrial Relations Center, Iowa State University, Ames, Iowa.

PURPOSE: To explore feasibility of developing a comprehensive system for health manpower planning, involving educators, leaders in health occupations, state officials, and university research personnel. Preliminary meetings to discuss health training needs in Iowa were held in April and May 1966. In April 1966 representatives from the U.S. Office of Education discussed health occupation training needs with Iowa personnel and to assist in expanding programs for health occupations education and training in subprofessional and supportive areas. A pilot-feasibility project was approved and funded for the period September 1, 1967 to March 31, 1968 and later extended to May 31, 1968.

In addition to the U.S. Office of Education, financial support was also received from the U.S. Department of Labor's Manpower Administration (through the manpower institutional grant program) as well as matching contributions from Iowa State University. U.S. Office of Education support also served to generate a research program in health manpower which developed concurrently with the pilot-feasibility study.

In addition to the final report submitted, the following publications, which developed out of the activities of the pilot study, are incorporated by reference as a part of the final report:

1. Dennis R. Maki, "A Forecasting Model of Health Manpower Requirements in the Health Occupations." Industrial Relations Center, Iowa State University, Ames, Iowa, 1967.

2. Thomas F. Lyons, "Nursing Attitudes and Turnover: The Relation of Social-Psychological Variables to Turnover, Propensity to Leave, and Absenteeism Among Hospital Staff Nurses." Industrial Relations Center, Iowa State University, Ames, Iowa, 1968.

3. Karen S. Hawley, "Economics of Collective Bargaining by Nurses." Industrial Relations Center, Iowa State University, Ames, Iowa, 1967.

4. "Working Papers on Comprehensive Planning for Health Manpower Needs," Industrial Relations Center, Iowa State University, Ames, Iowa, March 13-14, 1968.

The following publications are in the process of completion:

1. Proceedings of the Health Manpower Conference, March 13-14, 1968.

2. Kenneth Mericle, "The Demand for Technical and Supportive Personnel in Pharmaceutical Occupations (in cooperation with the Iowa Pharmacy Association)."

KERR, ELIZABETH EVANS. Social and Educational Factors and Success in Practical Nurse Education. Thesis, M.A. 1962. The University of Iowa, Iowa City, Iowa.

PURPOSES: The main purpose was to examine the relationship between selected social and educational factors and student achievement in Iowa schools of practical nursing under vocational education and in the state board examination. A minor purpose was to improve methods of student selection and thereby enhance the availability and quality of licensed practical nurses through identification of social and educational factors associated with success.

METHODS AND SOURCES: Data were gathered on all students enrolled in the 1959-60 and 1960-61 classes of the five schools of practical nursing operated under public school systems in Iowa. A survey instrument was prepared and sent to each of the five coordinators to be filled out. The survey instrument examined such facts in the social and educational background as: high school grade point average and rank in class, and achievement on pre-admission tests. Success criteria were: (1) completion of the program, (2) faculty evaluation of the student's performance and (3) achievement in the state board examination.

SUMMARY OF FINDINGS: The results of the study indicated that age and marital status were highly related to the three success criteria. Older and married students did better than younger and single students in school and on state board examinations and also had a higher graduation rate. Men were equally as successful as women when compared against success criteria. Educational background was not an extremely significant factor in success until paired with age. Students under 25 years of age with 10-11th grade educational background are considerably less successful than those over 25 with the same educational background. The findings indicated that maturity gained with age, and the experience of living greatly influenced success in practical nursing. High school rank in class appeared to be the best predictor for the three success categories. The group considered to be the most risky was composed of students over 55 years of age.

Degree Granted: M.A.
Date of Completion: August 1962
Major Advisor: Professor Elmer T. Peterson
Availability: The University of Iowa Library
Number of pages in the study: 104

KERR, ELIZABETH E. and PETERSEN, DALE F. A Study of Practical Nurses Who Have Been Licensed in Iowa But Are Not Presently Employed in Iowa as Practical Nurses. Contract Study, 1966. Program in Health Occupations Education, Division of Medical Service, The University of Iowa. Iowa City, Iowa.

PURPOSES: The study was undertaken to examine practical nurses, licensed in Iowa on the basis of educational preparation, who at the time of the study were not employed as practical nurses in this State. The purposes were: to describe the social, educational and occupational characteristics of this group; to determine factors which tend to influence the employment status of this group; and to provide information about future employment plans of this group.

METHODS AND SOURCES: A questionnaire was mailed to 125 subjects representing a select group of an overall ten percent (10%) sample of the 4,346 licensed practical nurses in Iowa through 1965. The subjects held a current license and were grouped in the following categories: employed in non-health fields; moved out of state-employed; moved out of state-unemployed; out-of-state residence; and in-state residents holding an inactive license. The areas investigated included: (1) background characteristics, (2) reasons for leaving the work force, and (3) factors important in determining possible re-entry into the work force. Data gathered for the initial phase of the study, An Integrated Longitudinal Study of Practical Nursing, provided the basis for this study.

SUMMARY OF FINDINGS: The majority of the subjects, all women, came from rural backgrounds with none of them having obtained a baccalaureate degree. Over one-half had made decisions to become practical nurses between ages of 15 and 19 through exposure to mass media and a large percentage held health-related occupations before becoming licensed practical nurses. Mobility of practical nurses from place of birth to the location of their nursing preparatory program and between jobs since licensure was relatively low. The majority of practical nurses licensed in Iowa remained in Iowa. "Family responsibilities" was the reason most often given for present unemployment. As children mature and family responsibilities lessen, the majority planned to return to practical nursing.

Degree granted: (Contract Research)
Research financed by: Partial support by Research Coordinating Unit, Iowa Department of Public Instruction
Date of Completion: 1966
Availability: The University of Iowa Library
Number of pages in the study: 52

KERR, ELIZABETH E. and PETERSEN, DALE F. An Analysis of the Project: Reorientation to Contemporary Nursing Practice. Contract Study, 1967. The University of Iowa, Iowa City, Iowa.

PURPOSE: The analysis was undertaken to show that qualified but presently inactive nurses could be prepared for re-entry into nursing through a reorientation course. The analysis presented a description of activities, procedures, enrollee characteristics, costs, etc., as they relate to the first ten offerings which were conducted in Iowa. Hopefully this information will aid others as they attempt to establish or improve similar types of projects.

METHODS AND SOURCES: A twelve-week course provided 36 hours of formal theory and 30 hours of supervised clinical practice. The theory part of the course was structured with hypothetical situations moving from the simple to the more complex. The approach used was patient centered and the instruction was integrated with aspects of mental health, public health nursing, pharmacology, nutrition, and communication skills. Clinical situations were provided in the hospital setting under the direction of an approved, qualified instructor. Methods of teaching utilized included: patient assignments; individual and group conferences; lectures; discussions; assigned readings; written assignments; and audio visual aids.

SUMMARY OF FINDINGS: Courses were established at ten locations within Iowa. For these ten courses reasonable success can be noted: (1) over-all there was a low attrition rate, (2) over one-half of the inactive enrollees have returned to active nursing practice, and (3) among those who have not yet returned, many indicated they plan to do so if and when preventing circumstances permit. In general, those involved expressed satisfaction with the courses but a list of recommendations by students and instructors were made for extension and improvement of the project.

Degree Granted: (Contract Research)
Research financed by: United States Department of Health, Education and Welfare, Public Health Service
Date of Completion: June 1967
Availability: Program in Health Occupations Education, The University of Iowa
Number of pages in the study: 48

KERR, ELIZABETH E., Director, Program in Health Occupations Education, Division of Medical Affairs, The University of Iowa, Iowa City, Iowa. Contract Study, 1968. (4(a) RCU funded study No. 39) A Study of the Developments, Trends and Current Status of Practical Nursing in Iowa.

PURPOSE: A 39-month project, An Integrated Longitudinal Study of Practical Nursing, is being conducted under a prime contract negotiated between the University of Illinois and the U.S. Office of Education in compliance with the provisions of the Vocational Education Act of 1963, Section 4(c). The University of Iowa is cooperating in this study under sub-contract with the University of Illinois. Utilizing data available from the major project, but not obligated to it, this sub-study determines the current trends and status of practical nursing in this state.

PROCEDURE: To achieve the objectives of the major project, data were collected on a 10 per cent systematic random sample of all practical nurses ever licensed in Iowa through December 31, 1965, including both those licensed on the basis of experience (waiver provision) and those licensed on the basis of nursing education preparation. Data on 435 subjects in the sample were obtained from official records of the Iowa Board of Nursing and included: selected personal, social and educational characteristics, basis for licensing, annual renewal information and last known address. This sub-study provides a descriptive profile of all practical nurses ever licensed in Iowa, including their intra- and inter-state mobility patterns, and reports this profile in relation to historical developments in practical nursing at the national level in general, and in Iowa in particular.

SUMMARY OF FINDINGS: Of 4,360 practical nurses licensed in Iowa since the initiation of licensure July 4, 1949, through December 31, 1965, 31.3 per cent were licensed on the basis of experience (waiver provision) and 68.7 per cent were licensed on the basis of having had educational preparation for nursing.

Median age for practical nurses licensed in Iowa shows a general downward trend: from 53 in 1949 to 21 in 1965. Current age of those licensed by experience prior to July 4, 1951, however, continues to rise and in 1965, 61 per cent of this group was 60 years of age and over. This will have a definite impact on Iowa's demand for licensed practical nurses in the years immediately ahead.

There is a general trend for those who receive their nursing education in rural areas to remain in the same area while those who receive nursing preparation in urban areas are prone to migrate to other areas.

Although there was noticeable mobility between place of birth, location of high school attended, location where nursing education was achieved and current residence, individual geographic divisionsin Iowa tend to retain a stable number of licensed practical nurses.

Availability: Program in Health Occupations Education, The University of Iowa

KREMENAK, CHARLES R., JR. The Dental Assistant: An Orientation to Chairside Assisting. Thesis, M.S. 1961. Department of Preventive Dentistry and Pedodontics in the Graduate College of The University of Iowa, Iowa City, Iowa. (Orientation Film)

PURPOSE: The main objectives were to: (1) provide an orientation for the beginning student to gain a general understanding of the role of the dental assistant, and (2) to show what the duties of a chairside dental assistant might be.

METHOD AND SOURCES: The method of displaying the proper role and duty of a dental assistant in this research was by means of a film. The film is an example of the proper behavior a dental assistant should exhibit. The main portion of the film consists of an actual patient situation in which the dental assistant displays the correct procedures. Before the actual film begins, there is a brief narration of the duties which a dental assistant has--as well as an explanation of the importance the dental assistant plays as a member of the dental health team. A suggested time schedule is presented along with the film to make the showing of the film as educational as possible. The film is elementary in nature and is meant to be an orientation--not an explanation of proper techniques.

SUMMARY OF FINDINGS: This type of film study was not intended to produce research results. The film can be used as a help in the training of undergraduates in the proper use of dental assistants, or as a recruiting aid for dental assistant training programs.

Degree Granted: M.S.
Date of Completion: June 1961
Major Advisor: Dr. William G. Goodale
Availability: The University of Iowa, Dental Library
Number of pages in the study: 16
Total minutes for film to run: 12

LITHERLAND, RONALD LEE. The Iowa Tests of Educational Development as a Predictor of Academic Success in Iowa Schools of Professional Nursing. Ph.D., 1966. College of Education in the Graduate College of The University of Iowa, Iowa City, Iowa.

PURPOSE: The major purpose of this investigation was to determine the extent to which a standardized high school achievement test battery, the Iowa Tests of Educational Development (ITED), and high school grade point can be used to predict academic success for students in Iowa schools of nursing.

METHODS AND SOURCES: Nineteen Iowa diploma schools of nursing and The University of Iowa baccalaureate school of nursing cooperated to permit collection of data on 3,358 nursing students who were members of, or drop-outs from, the nursing graduating classes of 1961 through 1967. This produced a range of 60 to 419 students, with a median size of 124 subjects for the twenty programs. The subjects from each school are considered to be a random sample of Iowa high school graduates who had taken the ITED and attended the specified nursing school without having previously embarked on a different program of higher education. The variables of high school GPA and ITED scores were correlated with three criteria of academic success; first-year nursing GPA; final nursing GPA; and State Board examination scores. The results of a general regression analysis provided the basis for answering a number of questions about the ITED's predictive power in Iowa schools of professional nursing.

SUMMARY OF FINDINGS: The following statements summarize the findings regarding the ability of high school GPA and ITED variables to predict nursing school academic success: (1) Ninth grade ITED scores can be used for predicting first year GPA with the same practical accuracy afforded by twelfth grade ITED scores. (2) The high school GPA can, therefore, be considered a valid and valuable predictor of first-year nursing GPA for these schools. (3) The ITED has less power for predicting the criterion than does high school GPA. (4) The ITED demonstrated more power in predicting State Board Examination scores than did high school GPA. (5) The addition of the ITED to high school GPA in a multiple regression equation did not significantly increase the power for predicting nursing GPA over that afforded by the high school GPA alone. (6) Proficiency in written expression, as measured by Test 3 of the ITED, was a better predictor of a student's nursing GPA than any of the other 8 areas, including the two science subtests. The conclusion reached is that while the ITED does have some power for predicting nursing school success, the high school GPA is considerably more powerful.

Degree Granted: Ph.D.
Date of completion: June 1966
Major Advisor: Professor Kenneth B. Hoyt
Availability: The University of Iowa, Education Library
Number of pages in the study: 134

MALONE, JR., FRANCIS E. A Study of Students Enrolled in Post-High School Public Vocational Education Programs in Iowa During the 1964-1965 School Year. Dissertation, Ph.D. 1965. University of Iowa, Iowa City, Iowa.

PURPOSES: The major purpose of this investigation was to describe students enrolled in post-high school public vocational education programs in Iowa during the 1964-65 school year. This study was intended to serve as a benchmark against which later studies may be compared, so that eventually a methodology will be available for studying secondary school children.

METHODS AND SOURCES: A total of 923 students comprised the sample and represented thirteen curricular programs in Iowa, with the largest being practical nursing. These students were enrolled in programs conducted in a junior or community college setting. They were described in terms of (1) past performance environment involving information from high school records, (2) present environment as it relates to aspects of post-high school training and (3) numerous variables anlayzed in terms of predictors of success in post-high school training. Data were obtained by use of two questionnaires, the Student Data Form and the Resident Student Blank.

SUMMARY OF FINDINGS: In general, students enrolled in Iowa post-high school vocational education programs were nearly all high school graduates, were above average students in high school and had somewhat above average intelligence as a group. For practical nursing trainees, actual rank in high school class and grade point average were the best single predictors of success in training. Other significant predictors of success included: (1) grade point averages in individual high school subject areas, (2)Dailey Vocational Test scores, except for electrical and electronic scores, (3) age and a measure of vocational maturity, (4) intelligence quotient, and (5) student estimates of their rank in high school graduating class. Most work values, as well as size of high school graduating class and parents' occupational and educational levels did not predict success for practical nursing trainees.

Degree granted: Ph.D.
Research financed by: partial support by Research Coordinating Unit, Vocational Education Branch, Department of Public Instruction, (4(a) RCU funded project No. 0).
Date of Completion: July 1965
Major Advisor: Dr. Kenneth B. Hoyt
Availability: The University of Iowa Library
Number of pages in the study: 282

MEINTEL, PATRICIA. An Analysis of Stress in First Clinical Practice. Field Report, 1967. Drake University, Des Moines, Iowa.

PURPOSE: The instructor should find this study helpful in planning clinical activities which will: (1) develop nurses who are sensitive to interpersonal relationships, and (2) reduce student attrition due to traumatic situations encountered in his first clinical experience.

METHODS AND SOURCES: Data were obtained by reading the "Journals of Nursing Experience" written by one hundred freshman nurses. These journals were a record of the student's personal response to the clinical nursing experience. Items were classified and tabulated according to kind and frequency. Classifications used were: (1) first day on a new floor, (2) patient care, (3) evaluation of clinical ability, (4) clinical supervision, (5) clinical interpersonal relationships, and (6) quality of patient care. Statements which expressed common stress situations were utilized as examples.

SUMMARY OF FINDINGS: (1) Of 2300 items, 647 stress experiences were reported. In descending order of frequency, these were: patient care, 195; clinical interpersonal relationships, 130; first day on a new floor, 95; evaluation of clinical ability, 90; quality of patient care, 69; and clinical supervision, 68. Stress in these situations centered around: the attitude of the instructor and staff nurses; the life situation of the freshman nurse who is an adolescent; discrepancies in role models; lack of preparation for the realities of patient care; and the demand for finished performance for beginning students. (2) To reduce the possibility of stress situations, it was suggested that clinical assignments should be planned to include social and psychological needs of patients, as well as of procedures to be performed. Clinical instructors should be prepared to demonstrate effective nurse-patient relationships to beginning students. Through individual and group conferences, students must be guided toward understanding their own response to patient care. Clinical instructors must assist classroom instructors toward more realistic awareness of the demands of institutional nurse functioning.

Degree Granted: M.S.
Date of Completion: 1967
Major Advisor: Howard Troxler
Availability: Drake University Library
Number of pages in the study: 40

MOORE, MARJORIE ANN. A Study to the Extent to Which Specific Behavioral Objectives Differentiate Baccalaureate, Diploma, and Associate Arts Nursing Education Programs. Ph.D. 1966. Department of Education in the Graduate College, The University of Iowa, Iowa City, Iowa.

PURPOSE: The purposes of this study were: (1) to isolate certain characteristics of nursing care which might be assumed to differentiate among the practices of baccalaureate, diploma, and associate arts graduates; (2) to determine the extent to which nursing educators believe that these characteristics should be expected of graduates of the three programs; and (3) to determine the extent to which nursing educators feel these characteristics are being demonstrated by graduates of the three programs.

METHODS AND SOURCES: The procedure was developed to answer the following questions: (1) Will nursing educators view objectives related to nurse judgment, nurse responsibility, and leadership as having different degrees of importance for baccalaureate, diploma, and associate arts degree programs of nursing? (2) Do nursing educators feel that these behaviors are manifested in different degrees by graduates of the three programs? (3) Are some objectives more useful than others in distinguishing one level of nursing from another? A questionnaire was designed to incorporate a list of characteristics related to nursing activities involving judgment, responsibility, and leadership. Each objective was rated according to the importance in that particular program. Included in the analysis were questionnaires from 93 associate arts, 236 diploma, and 226 baccalaureate faculty members.

SUMMARY OF FINDINGS: Most of the respondents considered that there were differences among the programs, although the kinds of differences cited were concerned with such items as level of skill, depth of preparation, and ability to assume leadership, rather than with program objectives. Nursing educators do differentiate among the practices of graduates of three nursing education programs on the basis of what they regard as specific objectives of those programs. The dilemma of the diploma program seems to be which way to look for curricul[illegible] standards--to the "professional" (baccalaureate) or "technical" (associate arts). Items which seem to differentiate most clearly among the three programs as seen by the three groups of faculty are those which relate to leadership or management activities. There seem to be inconsistencies in the views of nursing educators with regard to what the goals of the three programs should be.

Degree Granted: Ph.D.
Date of Completion: August 1966
Major Advisor: Professor Albert N. Hieronymus
Availability: The University of Iowa, Education Library
Number of pages in the study: 161

PALOMBA, CATHERINE A. Occupational Projections for Iowa, 1975. Research Study, 1968. Industrial Relations Center, Iowa State University, Ames, Iowa.

PURPOSE: The purpose of this study was to predict future occupational employment patterns for Iowa by making these predictions within the context of nationwide economic developments.

METHODS AND SOURCES: The report utilized the information presented in the Bureau of Labor Statistics' publication entitled, Tomorrow's Manpower Needs, to obtain occupational projections for 1975. Since the determinant of occupational requirements was the future level of individual industries, linear regressions of state on national industrial employment were used to predict employment figures in Iowa for 1975. These estimates were then corrected to include self-employed, unpaid family workers, and government workers in order to account for multiple job holders. By using the Bureau of Labor Statistics national industry-occupational matrix for 1960 and applying them to Iowa, occupational requirements by industry for 1960 and 1975 were obtained. The assumption was that Iowa's industries had similar occupational patterns to the nation's.

SUMMARY OF FINDINGS: While this study was based on all occupations in the State of Iowa, two sections were especially applicable to the health field. One section was concerned with the employment estimates for medical and dental technicians while the other section dealt with health occupations and the medical industry. The employment estimates for medical and dental technicians for the year 1975 were computed. The projected number of technicians for 1975 was 4,854, as compared to 1,793, which was the occupational employment for 1960. This estimate represents an increase of 179 percent over the 1960 figure. Projected occupational needs were reported for health occupations and were broken down into two categories: (1) those needed in the medical industry, and (2) those needed in other industries. The two figures for these categories were 51,672 and 6,590 respectively. Trend factors, which are found by dividing 1975 occupational employment by 1960 occupational employment, were given and all except that for student nurses were greater than one. This value probably reflects a trend towards more in-school and less hospital training of nurses.

Degree Granted: (Contract Study)
Research financed by: Partial support by funds of the Manpower Administration, U.S. Department of Labor
Date of Completion: February 1968
Major Advisor: Edward B. Jakubauskas
Availability: Industrial Relations Center, Iowa State University, Ames, Iowa
Number of pages in the study: 52

RICHWAGON, WILLIAM C. Regional Planning and Coordination for Selected Programs of Allied Health Education. M.A., 1966. Graduate Program in Hospital and Health Administration, The University of Iowa.

PURPOSE: The purpose of this paper was to determine the full significance of technical personnel shortages within allied health disciplines and to encourage the establishment of regional educational networks to act as planning and coordinating mechanisms for allied health educating institutions.

METHODS AND SOURCES: The thesis was developed to be an evaluation of current and future manpower needs in the allied health professions. The following approach was used in the development of the thesis: (1) a delineation of the research area, (2) a survey of the patterns of health and medical care which have contributed to manpower shortages in allied health professions, (3) obtaining attitudes and pressures affecting allied health training objectives, (4) a review of federal support of allied health education, and (5) an outline of a regional educational program which may act as an effective means for training allied health personnel. Eighteen classifications were delineated as allied health professions for this study and were studied for educational requirements, job descriptions, and common characteristics.

SUMMARY OF FINDINGS: Certain characteristics were common among members of the allied health professions: (1) they were considered technicians since the field is a technical one, (2) they were under the direct supervision of physicians, (3) they were primarily located in hospital or related health-care institutions, (4) they required training of more than one year but less than three, (5) they were specialized in job performance, and (6) they had only slight similarities in educational backgrounds. Current trends in the health field revealed an increased interest in the activity and expansion of medical care, thus placing an increased burden on the supply of health manpower. Because of this need there has been more reliance upon paramedical fields to augment the physician's services. Scientific knowledge has increased specialization which has subdivided labor into an interdependence of personnel. Nine problem areas affecting allied health training were examined with the conclusion that there are fundamental deficiencies in the area of allied health. Conceptual guidelines for the development of expanded allied health educational programs are needed. The major findings eminating from this study were the need to: (1) expand existing programs, (2) establish new programs, (3) develop facilities and equipment for continued growth, and (4) utilize all feasible resources which will assist in the progress of expansion.

Degree Granted: M.A.
Date of Completion: June 1966
Major Advisor: Professor Gerhard Hartman
Availability: The University of Iowa, Medical Library
Number of pages in the study: 153

SHOOK, LYLE L. A Study of Iowa Ambulance Service. Private Study, 1966. Bureau of Police Science, The University of Iowa, Iowa City, Iowa.

PURPOSE: By examining emergency medical transportation in the State of Iowa, this study intended to be of service to the public as well as to make suggestions which would be beneficial to the thousands who will be in need of the efficient and competent lifesaving service of a properly manned and equipped emergency ambulance.

METHODS AND SOURCES: From 487 questionnaires sent to emergency ambulance operations in Iowa, there were 339 usable returns. This number represented a 78.7% return from the private operators and a 89.7% return from the public organizations. Two questionnaires were developed: one for privately owned firms and one for public operations. These 339 operations reported the employment of 2,717 full-time, part-time, and volunteer personnel.

SUMMARY OF FINDINGS: The present state of ambulance service in Iowa was most discouraging. There were too many services as evidenced by the fact that California, with five times the population of Iowa, had twelve less services. The geographical area of coverage was too small, causing the volume of calls to be insufficient. This was indicated by the fact that 55% of Iowa's ambulance operators reported they made less than 50 emergency calls for the year. Charges for services rendered were unrealistically low, ranging from $0 to $26 with collection success only 75%. There were no uniform standards for licensing ambulances; and individual towns and cities have the power to regulate and tax the services. Only about 30% of the services required a high school education for ambulance work, and about one-half of the operators considered first-aid training a necessary employment requirement. Response time varied among services; but on the average, it was poor; only 35.9% of the private and 50.5% of the public operations said they responded in three minutes or less with response time declining at night. No sanitation standards existed and cleaning practices ranged from "daily" to "whenever needed." Equipment carried was adequate in some cases, but more often than not, the barest essentials were carried. As a partial solution to the problem, the hospital ambulance-orderly concept of operation provides a low cost, workable solution to the problem. The concept attempts to achieve maximum utilization of human resources by making the emergency ambulance service an extension of the hospital emergency room. By employing the ambulance operators as male orderlies in the hospital between calls, the overall cost of ambulance service is reduced. Because of his greater service, he can be better compensated and his status as an important member of the hospital health team elevated.

Degree Granted: (Private study)
Date of Completion: 1968
Availability: The University of Iowa
Number of pages in the study: 60

SMITH, JERRY L. Public Health Manpower Analysis. Departmental Working Paper. 1967. Iowa State Department of Health, Des Moines, Iowa.

PURPOSE: This report presented an estimate of the current and potential need for public health manpower personnel in the State. It is to be used as a basis for continuous study in the development of personnel policies and for guidance in training, education, procurement and personnel management.

METHODS AND SOURCES: The methods used in this study to develop population trends for Iowa were derived by extrapolation of the results of census data for the years 1950 and 1960. The first chapter of the report examined conditions in Iowa with the conclusion that there existed a less than minimal approach to public health in Iowa. The second and third chapters looked into those occupations which will play an important role in public health within Iowa as well as the need for public health education facilities in the State. The fourth chapter gave a listing of public health personnel ratios which attempt to be realistic. Chapter five presented a summary of the population trends for five five-year periods between 1965 and 1985.

SUMMARY OF FINDINGS: The information, as analyzed, points to four major conclusions: (1) Development of public health units on local levels must have financial backing and leadership of the State Health Department. (2) The supply of health personnel will remain inadequate unless health education facilities are expanded. (3) Comprehensive health care coupled with expanding industrialization and increasing urban population will greatly expand the number of health positions. (4) Continued expansion of government subsidized health programs will require a concerted effort by all health services to maintain adequately trained and educated staffs. Public Health Nursing: It is recommended that the State Department of Health investigate promoting the recruitment of public health nurses, and consider redefining the concept of public health nursing to include the utilization of licensed practical nurses and nurse aides, in an effort to provide comprehensive health service to residents of Iowa. Vocational and Technical Education: It is recommended that the State Department of Health, in cooperation with the Iowa Department of Public Instruction's Division of Vocational Education, consider the creation of technical and vocational health education programs, utilizing the facilities and the services of the two-year junior colleges located in Iowa.

Degree Granted: (Departmental working paper)
Date of Completion: April 1967
Availability: Iowa State Department of Health
Number of pages in the study: 68

STENNER, RICHARD H. A Study of the Relationship of the Licensed Practical Nurses to the Registered Nurses Based on the State of Minnesota. M.A. 1960. Graduate Program in Hospital Administration in the Graduate College, The University of Iowa, Iowa City, Iowa.

PURPOSE: The purpose of this paper was to survey, in general terms, the relationship between the licensed practical nurse (LPN) and the registered nurse (RN), and to place this relationship in its proper perspective in the hospital situation in order to create a better understanding of nursing service.

METHODS AND SOURCES: A review of the literature was used as a basis for the study. A questionnaire was also sent out to survey selected areas of relationship between licensed practical nurses and registered nurses. The mailing list was limited to general acute hospitals of 100 beds or more in the State of Minnesota. Forty-two questionnaires were mailed out with forty or 95% being returned. The average daily census was taken for the month of January, 1960.

SUMMARY OF FINDINGS: The relationship of LPN to the RN was that of legal subordination with the control vested in the hands of the RN. In the areas of qualifications and standards, the power was predominately in the hands of the RN because of her higher level education and performance of duty, fees, and registration, the two groups were identical. The organizational structure of both groups was alike but the RN was out in front guiding the way and setting the pace. The training of the two nurses was similar in the teaching of nursing techniques, but the difference lies in the depth and breadth of the RN's training. Because of this broader base of training, the RN was able to continue her education where the LPN cannot build up accumulated knowledge, but must be content with acquiring new techniques. The wage scale was based on experience--not work performed, hence the LPN was paid less. The functions of the LPN were often confused because the two groups were unsettled as to division of labor. The difficulty of maintaining a uniform division is twofold: (1) changes in nursing itself, and (2) variable availability of the two groups. The basic difference between the two groups was one of education with the RN being educated in theory and practice of the whole nursing field while the LPN was trained in the singular phase of nursing technique. The status of the LPN in the hospital hierarchy was definitely below that of the RN. However, because she was accepting more responsibility and giving a positive contribution towards patient care, her status seemed to be rising.

Degree granted: M.A.
Date of Completion: June 1960
Major Advisor: Professor Gerhard Hartman
Availability: The University of Iowa, Medical Library
Number of pages in the study: 83

SVACINA, LAWRENCE M. Nonprofessional Personnel in Physical Therapy. M.A., 1967. Department of Physical Therapy in the Graduate College of The University of Iowa, Iowa City, Iowa.

PURPOSES: The purpose of the thesis was to survey the use of nonprofessional personnel by physical therapists. In addition, the information obtained from the survey was to be used in developing ideas for a formal training program of nonprofessional personnel.

METHODS AND SOURCES: All known therapists practicing in Iowa and graduates of the University of Iowa School of Physical Therapy not practicing in Iowa were originally to be the subjects for the survey; but because there were so many more Iowa alumni practicing out-of-state than in-state, it was decided to include those therapists who graduated from schools other than Iowa, but were practicing in Iowa. A total of 222 questionnaires were returned; 356 had been sent. Twenty-seven percent were therapists in Iowa and seventy-three percent were from therapists not practicing in Iowa. Six areas were covered in the survey: (1) the physical nature of the hospital, (2) general attitudes concerning the education requirements and training programs for nonprofessional personnel, (3) the impact more aides would have on the department, the therapist, and the patient, (4) specific information concerning the procedures which nonprofessional personnel could competently perform and apply, (5) the current activities of nonprofessionals and the degree of responsibility delegated to them for specific treatment procedures, and (6) the impact of medicare on the physical therapist and his aide.

SUMMARY OF FINDINGS: It appeared that there was a wide range of treatment and non-treatment procedures nonprofessional personnel were allowed to perform. There were no definite standards or guidelines regarding the extent to which nonprofessionals were utilized in patient care. Each department tended to utilize these personnel according to their particular needs. The survey revealed the following key points: (1) about 82% of the departments employed aides; (2) 73 of the departments (33%) needed more aides; (3) a high school education was required in most departments and on-the-job training was the preferred type of training for nonprofessional personnel; (4) some physical therapists stated they would expand aides' duties if more could be found, but 60% stated more aides would not change the duty situation; (5) 54% reported they would have more time to treat patients and supervise treatment by aides, if more aides were employed; (6) 45% reported their skills would be better utilized and service to the patient would be better if more aides were employed; (7) 80% indicated there were activities they were now performing that a nonprofessional might perform, especially in the area of treatment preparation; (8) 58% preferred to train their own nonprofessional personnel; and (9) the degree of responsibility given to the aide ranged from administration of treatment modalities independently to assisting the physical therapist.

Degree Granted: M.A.
Date of Completion: August 1967
Major Advisor: Assistant Professor Terry B. Jones
Availability: The University of Iowa, Medical Library
Number of pages in the study: 85

WALKER, LYNN L. An Examination of Some Selected Characteristics and Policies of Diploma Schools of Nursing in Illinois Which Contribute to the Scoring Pattern of Graduates on State Board Examinations. M.A., 1964. Department of Hospital and Health Administration in the Graduate College, The University of Iowa.

PURPOSE: The purpose of this study was the identification of possible contributory factors of schools of nursing in Illinois which aid nursing students to obtain higher scores on the State Board Test Pool Examination. (SBTP examination)

METHODS AND SOURCES: The sample for this study consisted of fifteen diploma schools of nursing in the State of Illinois having a total enrollment of approximately 1,600 students in the 1962-63 school year. The schools had to fall in one of three categories: (1) 5 schools have graduates which consistently scored high on the SBTP exam, (2) 5 schools have graduates scoring near the mean, and (3) 5 schools have graduates scoring very low. A pre-tested questionnaire was used to gather data for the study. The questionnaire was personally administered by the author in the form of a structured interview with the Director of Nursing Education in each program. No attempt was made to show any casual relationship between any of the variables and the SBTP examination.

SUMMARY OF FINDINGS: It was apparent that a school can make changes in its educational program which will greatly assist graduates to achieve higher scores on the SBTP exam. Conclusions were reached for five hypotheses formulated from concepts developed in planning the study. Hypothesis I: that graduates from a school with a higher ratio of instructors to students will obtain higher scores on the SBTP exam was not substantiated. Hypothesis II: that graduates from schools accredited by the National League for Nursing will obtain higher scores was accepted. There seemed to be a direct relationship between NLN accreditation and high scores on the SBTP. Hypothesis III: that graduates from schools which rigorously screen applicants will obtain higher scores on the SBTP was accepted. Schools of nursing whose graduates score low, accept 48%, or 5% more applicants, than do schools whose graduates score high, or near the median. Hypothesis IV: that graduates from schools having the highest financial expenditure per student will obtain higher scores on the SBTP was accepted. Hypothesis V: that graduates from schools having fewer clinical affiliations at other institutions will obtain higher scores was substantiated. As a result of sending students to other institutions, the sequential educational principles of nursing education were violated. As the number of affiliations increased, attainment on SBTP exams decreased.

Degree Granted: M.A.
Date of Completion: June 1964
Major Advisor: Professor Gerhard Hartman
Availability: The University of Iowa, Medical Library
Number of pages in the study: 200

WALTER, JAMES T. Hospital Employee In-service Training Programs: A Study of Training Programs and the Extent of Their Use in Illinois Hospitals. M.A., 1963. Program in Hospital Administration in the Graduate College, The University of Iowa.

PURPOSE: The purpose of this thesis was to analyze some of the common types of employee in-service training programs and to show how the use of these programs in the hospital can improve the quality of patient care.

METHODS AND SOURCES: A questionnaire was designed to answer such basic questions as: What type of personnel was being trained? Who does the training? and What type of training was being used? The distinction was made between nursing personnel and non-nursing personnel. The questionnaire was sent to the 207 nonprofit, voluntary hospitals in the State of Illinois with a 107 or 62.8% return. Tabulation of the results was done by size of hospital, with size being measured by number of personnel rather than number of beds.

SUMMARY OF FINDINGS: The hypotheses that (1) there were few hospitals which have well organized employee training programs, and (2) larger hospitals have better organized and more comprehensive training programs were supported by the results of the study. The results of the questionnaire also indicated the following data. Most hospitals in Illinois hold regularly scheduled in-service training programs for nursing personnel but the majority do not hold programs for non-nursing personnel. Training programs for nurse aides were the most common and those for maintenance the least common. Most often the director of nursing service was in charge of training nurses while department heads were responsible for the training of non-nursing personnel. While the hospital with just one person in charge of training is more efficient, there were only two full-time training directors in Illinois who were responsible for all training in the hospital. Hospitals with over 600 personnel had the highest percentage of instructors and those hospitals with less than 100 personnel had the lowest percentage. Those hospitals conducting training programs were more concerned with skill development than with attitude development. A lack of formal preparation and training was indicated as few programs used course outlines or actual classrooms. About 50% utilized outside personnel with the large hospital more apt to do so. Most hospitals do not use the training time as efficiently as possible because they do not mix personnel when the training applies to all personnel. Individual departments were usually responsible for orientation of their own personnel with only about one-third of the hospitals having a general orientation program.

Degree Granted: M.A.
Date of Completion: June 1963
Major Advisor: Professor Gerhard Hartman
Availability: The University of Iowa, Medical Library
Number of pages in the study: 72